

Proposal to Restructure District Leadership Teams for 2012-13

We have recently completed our 3rd semester of working through the transition moving away from a traditional model of leadership—department chairs, grade level leaders and the like—to a more progressive and collaborative structure of leadership.

Three items have become more and more evident as we have worked through the transition: a) the District Leadership Team (DLT) has too many members to be functional without reducing the number of voices at the table at any one time, and b) with the amount of responsibility, attention, and financial and community investment we make into Athletics, Arts, and Activities—we need some separate and distinct leadership structures for those groups, and c) the elementary building leadership teams are a bit short-handed only having three teachers serving their schools.

To that end, the administration has collaborated over the past several months with GEA to consider a new format to address these three needs.

The first response we propose is that the DLT be reduced from 11 members to six members. Each school will have one teacher representing them, plus one “at large” member who may come from any school.

Secondly, we propose the formation of an “A3” Team—which would include two high school teachers, two middle school teachers, and one elementary teacher. GEA would work to balance the composition of this team to help lead athletics, arts, and activities, K-12. This Team will be charged with helping formalize our District Philosophy towards these extracurricular and co-curricular opportunities that are so important to our students, parents and the community at large.

Thirdly, we propose adding one teacher to each of the three elementary building leadership teams.

This will add 4 more teacher leaders, bringing us from 35 GEA members to 39 GEA members who are part of these valuable teams. Approximate cost increase to this change will be under \$10,000 for the year.

Any change must be approved by the Board of Education and GEA and will be memorialized as a Memorandum of Understanding until this current negotiated agreement expires.

My hopes are that you approve this by formal Board action at the Regular February Board meeting.

The following italicized text is a letter that Jill DePauw, GEA President sent out to all faculty. GEA did a wonderful job selecting and placing the teachers for this first

phase, and Jill has done remarkable work helping facilitate the conversations amongst faculty to get us to this point now.

Our hope is that we will be able to send out requests for teachers to apply for the 24 vacancies on teams in the coming weeks and that by March 1, 2012 we will know the composition of teams for next year.

Please note that through discussions with DLT, Superintendent Kuffel, and GEA officers, a reconfiguration of sorts will begin next year.

For the last two years our leadership teams have been comprised of 35 teachers and the GEA President. With this new proposal, GEA will increase leadership to 39 members, all receiving 7% stipends. GEA is excited to offer this to its members and sincerely appreciates all of the work that has been done in the last two years to make us a more progressive district!

The DLT will become smaller in number while adding one more member to each Elementary Team. We will also be adding a new team called the 3A Team. This will be comprised of five GEA members and two administrators, one HS and one MS.

This Team will be challenged with the task of closely examining the Arts, Athletics, and Activities in our District, hence the 3A distinction.

Our current contract's Appendix B section controls an inordinate amount of student involvement and money which DLT, GEA and administration believe would benefit from more leadership involvement. GEA will look for leadership from coaches, club sponsors, and those involved with Fine Arts to become a part of this team.

**This team offers a 2-year pilot for now, unlike all other positions which, by contract, become 3-year terms starting in 2012-13.*

GEA will be posting a leadership application on the staff portal for all interested members very soon where you may apply (or reapply) for any open positions. There will be a limited window of opportunity to complete the application as GEA is anxious to finalize placements for 2012 by the middle of February.

GEA Protocol for Leadership Selection is based upon:

~Positions available at each building in the areas of PIC, District Team, 3A Team and Building Teams

~Opportunity for those who have applied in the past cycle and have not been chosen (provided they reapply).

~Varied distribution of positions including grade levels and subject areas when possible.

~As of 2012 all terms are three-year except for the 3A Team which is a 2-year pilot.

~GEA reserves the right to make all decisions before going to the BOE for final approval.

~If a GEA member accepts a "mid-term" position, he/she will have consideration for a full-term position in the next cycle.

**A cycle will occur every year beginning in 2012.*

In the event a GEA member voluntarily or involuntarily transfers to a different building during their length of service on a leadership team, every effort will be made to keep that member in a position. Whatever position he/she does move into is the length of term he/she will complete.

Again, look for more information about applying soon, and welcome back!

Should you have any questions, concerns, or suggestions, please let me know.

*Jill DePauw
GEA President*



You also have included with this document a chart showing you the team composition and what vacancies exist over the coming years.

As mentioned previously, we will be seeking formal approval of this proposed restructuring at the February Regular Board meeting. We are very encouraged by the positive and proactive approach taken by the GEA and administration and are firmly committed to this proposal and leadership structure overall allowing us to best improve the quality of instruction, to provide a venue for collaboration and problem solving, and to improve productive communication between faculty and administration.

DISTRICT LEADERSHIP

YEAR	HS - A	MS - A	ELEM A	ELEM B	ELEM C	AT LARGE ANY BLDG
2010-11	CAREY	BUMANN	THOMAS	RICKMAN	PIERCE	H. HAMER
2011-12	CAREY	BUMANN	THOMAS	RICKMAN	PIERCE	LARRISON
2012-13	CAREY	BUMANN	NEW	RICKMAN	NEW	NEW
2013-14	NEW	NEW	X	NEW	X	X
2014-15	X	X	X	X	X	X
2015-16	X	X	NEW	X	NEW	NEW
2016-17	NEW	NEW	X	NEW	X	X

HIGH SCHOOL

YEAR	HS - A	HS - B	HS - C	HS - D	HS - E	HS - F
2010-11	APER	BOTT	FIERS	CHRISTENSEN	SCHERER	RICE
2011-12	APER	BOTT	FIERS	CHRISTENSEN	SCHERER	RICE
2012-13	NEW	BOTT	NEW	NEW	SCHERER	RICE
2013-14	X	NEW	X	X	NEW	NEW
2014-15	X	X	X	X	X	X
2015-16	NEW	X	NEW	NEW	X	X
2016-17	X	NEW	X	X	NEW	NEW

MIDDLE SCHOOL

YEAR	MS - A	MS - B	MS - C	MS - D	MS - E
2010-11	PUTMAN	MCGEE	ANDERSON	FRERICHS	GREENWOOD
2011-12	PUTMAN	MCGEE	ANDERSON	FRERICHS	MONIER
2012-13	NEW	MCGEE	ANDERSON	NEW	NEW
2013-14	X	NEW	NEW	X	X
2014-15	X	X	X	X	X
2015-16	NEW	X	X	NEW	NEW
2016-17	X	NEW	NEW	X	X

PROFESSIONAL IMPROVEMENT COMMITTEE (1HS, 1 MS, 3 ELEM)

YEAR	A	B	C	D	E
2010-11	BRUDOS	SCHLINDWEIN	SCHULZ	RITTENHOUSE	EWERT
2011-12	BRUDOS	SCHLINDWEIN	SCHULZ	GUSTAFSON	EWERT
2012-13	BRUDOS	SCHLINDWEIN	NEW	NEW	NEW
2013-14	NEW	NEW	X	X	X
2014-15	X	X	X	X	X
2015-16	X	X	NEW	NEW	NEW
2016-17	NEW	NEW	X	X	X

NORTHSIDE, SOUTHWEST, MILLIKIN BUILDING TEAMS

YEAR	NS - A	NS - B	NS - C	NS - D	SW - A	SW - B	SW - C	SW - D	MIL - A	MIL - B	MIL - C	MIL - D
2010-11	T.MONIER	HELLER	B.MONIER	-----	CRAIG	FAULKNER	MOE, T.	-----	RIVERA	STROUD	S. BOONE	-----
2011-12	T.MONIER	HELLER	BOONE, S.	-----	CRAIG	FAULKNER	MOE, T.	-----	RIVERA	STROUD	GIERHART	-----
2012-13	NEW	HELLER	NEW	NEW	NEW	FAULKNER	NEW	NEW	NEW	STROUD	NEW	NEW
2013-14	X	NEW	X	X	X	NEW	X	X	X	NEW	X	X
2014-15	X	X	X	X	X	X	X	X	X	X	X	X
2015-16	NEW	X	NEW	NEW	NEW	X	NEW	NEW	NEW	X	NEW	NEW
2016-17	X	NEW	X	X	X	NEW	X	X	X	NEW	X	X

A3 TEAM (Activities, Arts, Athletics)

YEAR	A	B	C	D	E
2010-11	-----	-----	-----	-----	-----
2011-12	-----	-----	-----	-----	-----
2012-13	NEW	NEW	NEW	NEW	NEW
2013-14	X	X	X	X	X
2014-15	X	X	NEW	NEW	NEW
2015-16	NEW	NEW	X	X	X
2016-17	X	X	X	X	X